

Paid Sick and Safe Time Ordinance Evaluation Study

Findings from the Initial Employer Survey

Housing, Human Services, Health, and Culture Committee

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Section 4. Eighteen months after the effective date of this ordinance, the Seattle Office for Civil Rights and the Seattle Office of City Auditor will provide Council with a written evaluation of the impacts this ordinance has had on employees and employers.

Initial Employer Survey

- Mail survey with phone follow-up
 - 2319 Seattle Business License holders
 - Stratified by industry
- Questions cover current benefits, current sick / safe leave policies, and awareness of Ordinance
- July - October 2012, 63% response rate

How many employers will the Ordinance affect?

11,163 Seattle employers have enough employees to be affected by the Ordinance

Figure 1. Total and affected employers by selected sectors

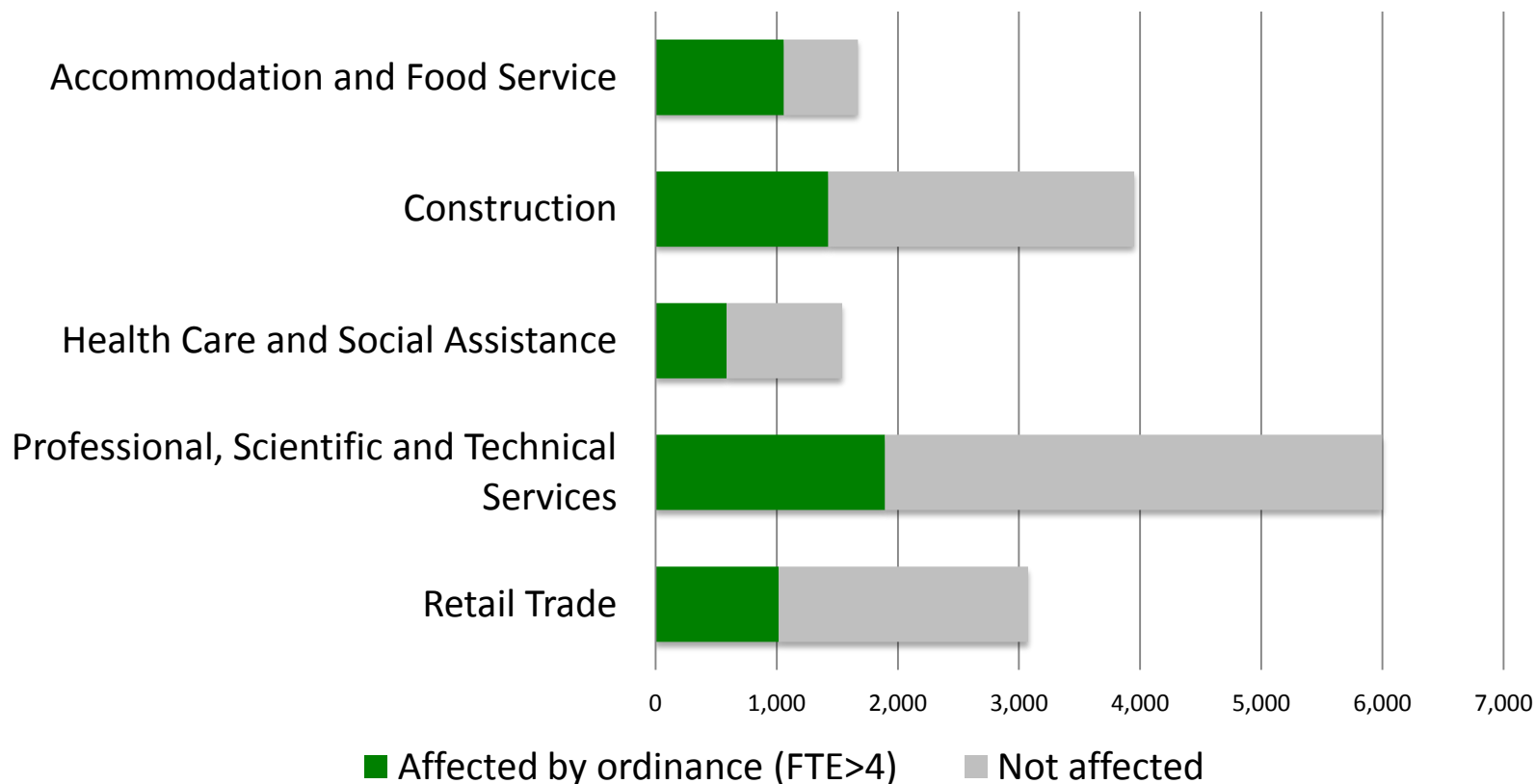
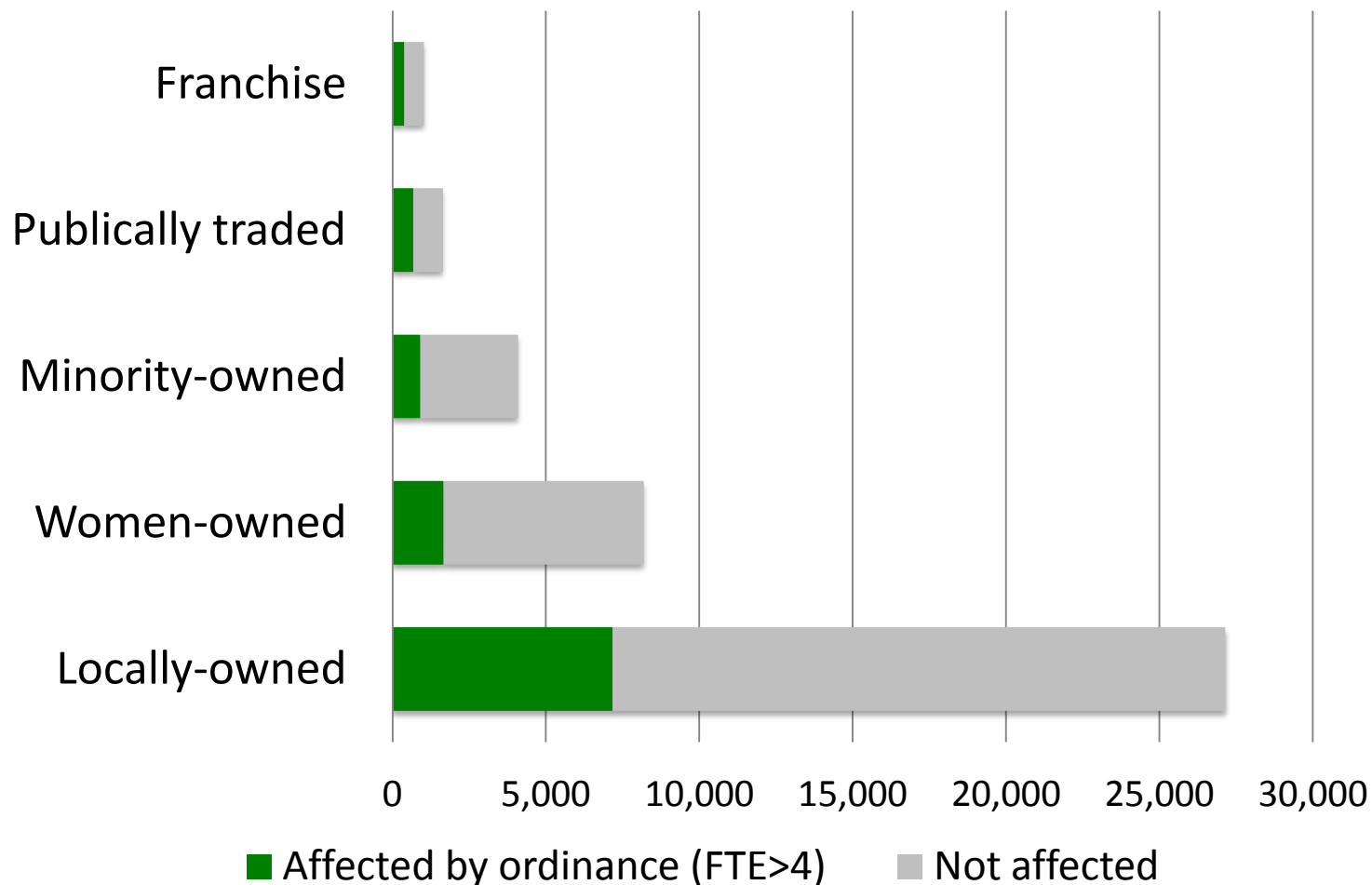
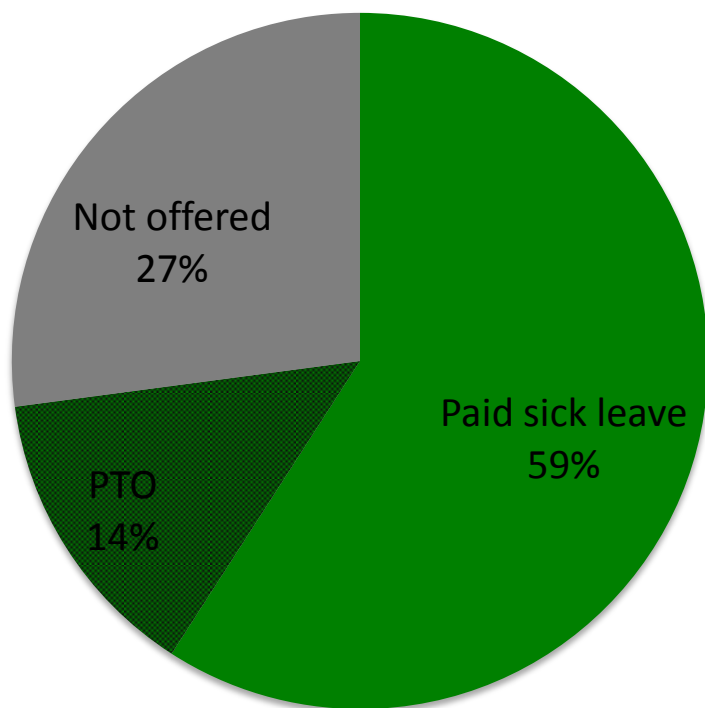


Figure 2. Employer characteristics



How many employers offer paid sick time?

Figure 3. Employers offering paid sick time
To full-time employees



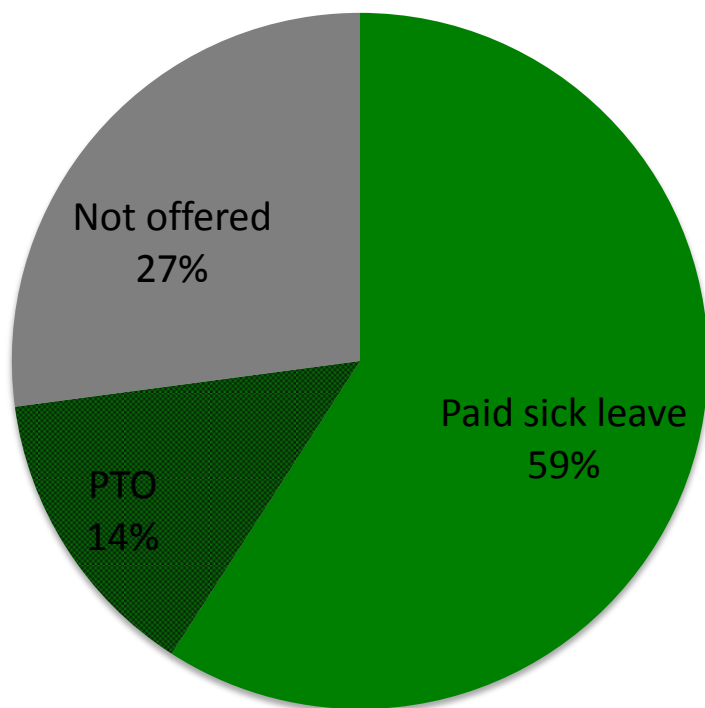
Responses to initial survey by employers with 5+ full-time equivalent employees

Universal Leave or “PTO”

- Paid time off (PTO) can be used for personal, vacation, or sick time
- 38.3% of Seattle employers use PTO
- Will the Ordinance increase use of PTO?

How many employers offer paid sick time?

Figure 3. Employers offering paid sick time
To full-time employees



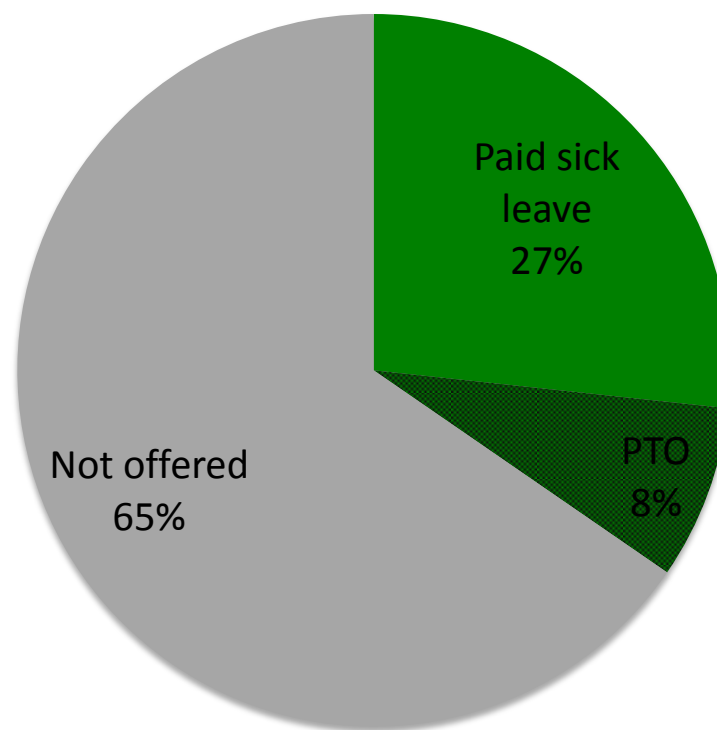
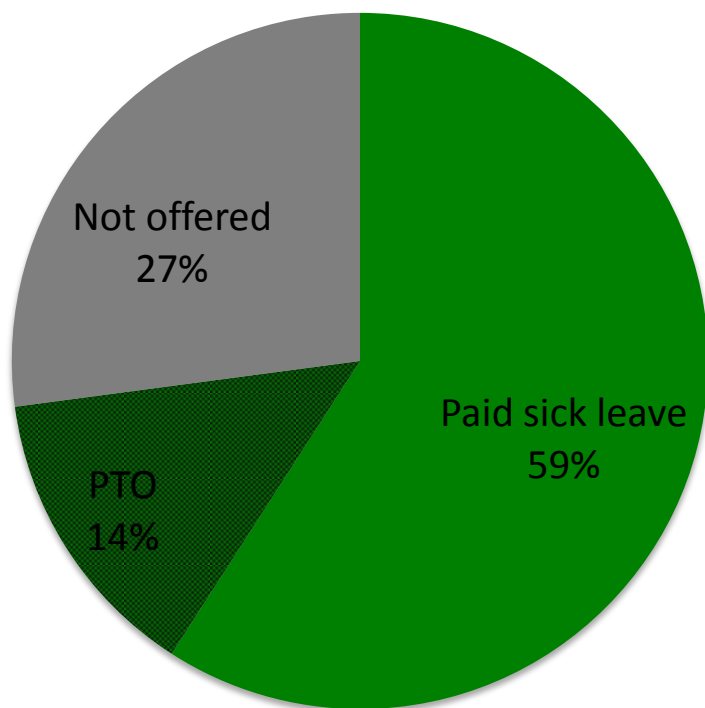
Responses to initial survey by employers with 5+ full-time equivalent employees

How many employers offer paid sick leave?

Figure 3. Employers offering paid sick time

To full-time employees

To part-time employees



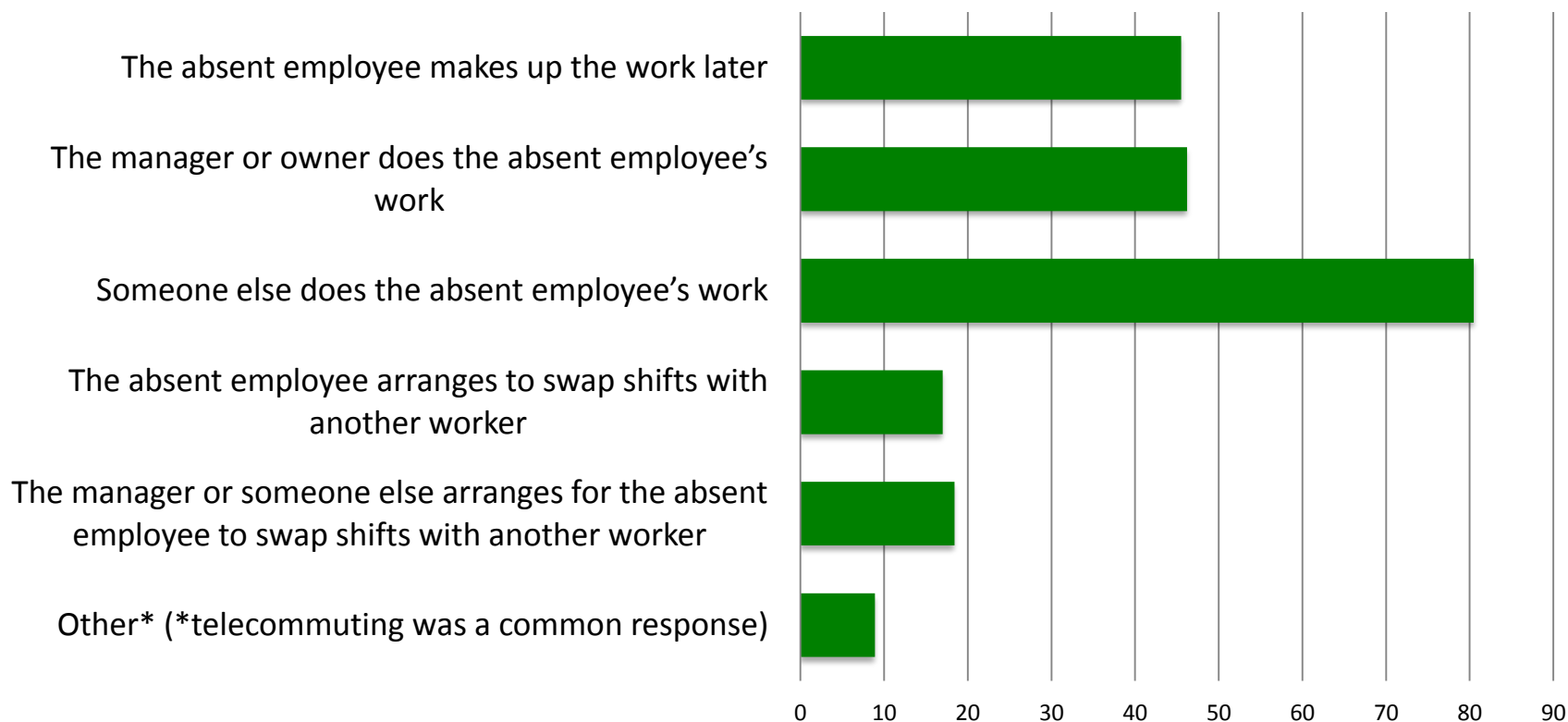
Responses to initial survey by employers with 5+ full-time equivalent employees

TABLE 2. Employers offering Paid Sick Leave and Other Benefits

	Offered to Full-time Employees (%)	Offered to Part-time Employees (%)	Not Offered (%)	Days offered to full-time employees (avg.)
<i>Paid sick leave</i>				
Paid sick leave	59.1	26.7	40.9	6.0
Paid sick leave OR PTO	72.9	31.9	27.1	-
<i>Other benefits</i>				
PTO	38.3	18.1	61.7	6.9
Paid Vacation Leave	72.9	29.0	27.1	9.3
Paid holidays	75.0	31.9	25.0	7.5
Health insurance	82.4	28.4	17.6	-
Spouse or dependent health insurance	62.9	23.6	37.1	-

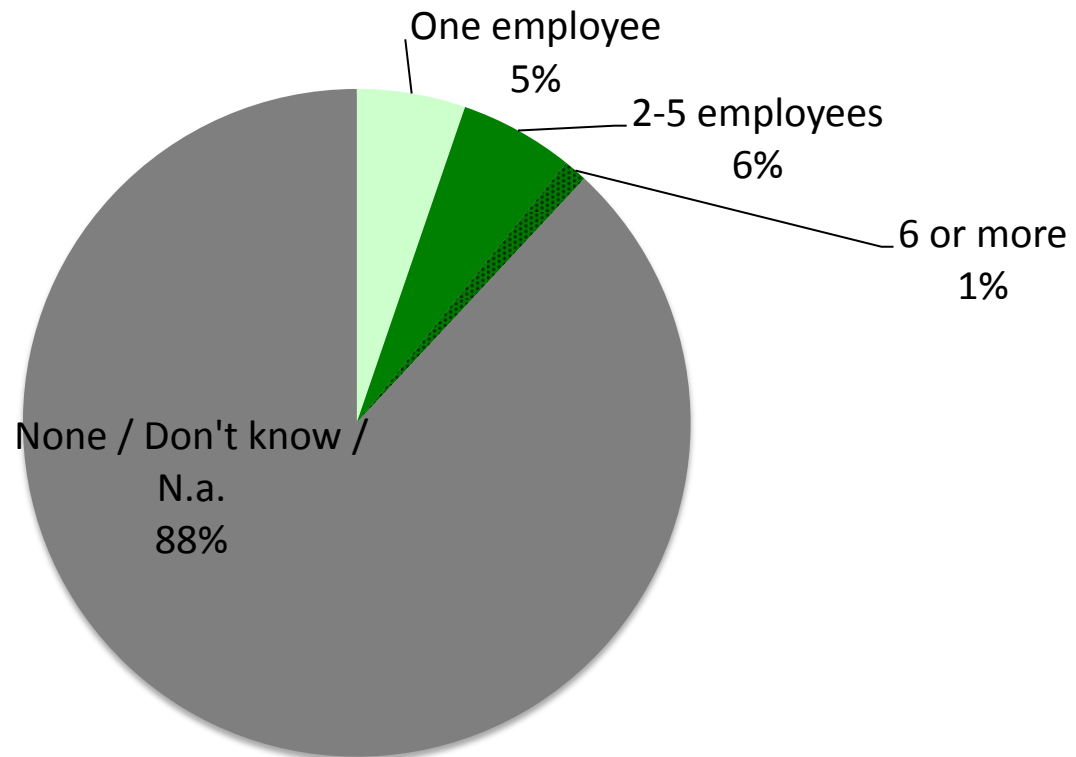
What happens when a sick employee is absent?

Figure 4. When employees are absent



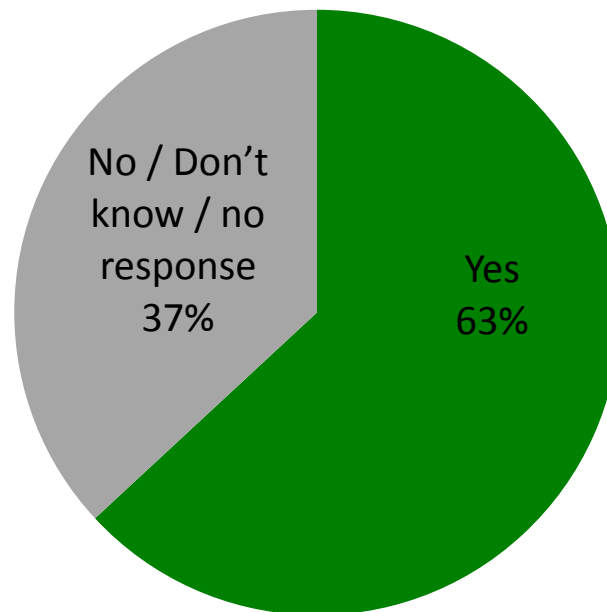
Do employees abuse sick time?

Figure 5. In the past year, how many employees were reprimanded (verbally or in writing) for abuse of sick leave?



Are employers aware of the Paid Sick and Safe Time Ordinance?

Figure 6. Has your business heard about the Ordinance?



Awareness by whether or not employer offers PST/PTO

Offers	66.6%
Does not offer	53.7%

Summary and discussion

- An estimated 11,163 businesses affected
- Most not yet in compliance at time of survey
- Over a third not aware of Ordinance

Other study components

- Interviews with employers
- Interviews with employees
- Secondary analysis of state employment data

Next steps

- Follow-up survey launching in August 2013
- Final report to Council March 2014

Thank you

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